

Old Age, Disability, Death

First laws: 1927 (salaried employees) and 1933 (wage earners).

Current law: 1982, modified in 1991.

Type of program: Social insurance system.

Exchange rate: U.S.\$1.00 equals 2.41 zlotys.

Coverage

Employees, apprentices, members of cooperatives, self-employed artisans, home-workers, attorneys, and clergy.

Special systems for military, police, and independent farmers.

Source of Funds

Insured person: None.

Employer: 45% of payroll.

Government: Pays contribution as employer.

Above employer contributions also finance all other cash social security benefits (except family allowances and unemployment benefits).

Qualifying Conditions

Old-age benefit: Age 65 (men) or 60 (women), 25 years' (men) or 20 years' (women) employment; age requirement reduced for dancers, acrobats, miners, underground or unhealthy work, teaching, aviation, and maritime employment.

Earlier retirement for longer service, for war veterans, for invalids, loss of job because of economic cutbacks, and cessation of work to care for disabled children.

Partial retirement necessary.

Payable abroad subject to reciprocity.

Disability benefit: Total disability (incapacity for any work) or partial disability (greatly impaired earning capacity or total incapacity for usual work). 5 years of employment during last 10 years (1-4 years if under age 30); disability occurred during the course of employment or within 18 months of cessation of work.

Survivor benefit: Deceased was pensioner, or met employment requirement for disability or old-age pension at death.

Old-Age Benefits

Old-age benefit: 24% of average national salary (as used in most recent indexation adjustment); 1.3% of worker's earning base (see below) times number of contribution years; and 0.7% of worker's earnings' base times number of credit years (e.g. for bringing up children). Credit years may not exceed 1/3 of contribution years.

Worker's earnings base for pension purposes: average monthly earnings over 6 consecutive years, chosen by the applicant from among 15 years prior to year of pension application.

These periods are being lengthened by 1 year each year so that they will reach 10 years out of 20 by the year 2000. Maximum earnings for benefit purposes: 25% of average national salary.

Constant-attendance supplement: 62.41 zlotys a month (10% of average national salary).

Adjustment: Automatic adjustment of pensions to compensate for inflation (according to average national salary increase if higher than 10% over three-month period).

Minimum pension: 243.40 zlotys a month (39% of average national salary).

Permanent Disability Benefits

Disability benefit: In case of total disability the benefit is calculated in the same way as old-age pension.

Constant-attendance supplement: 62.41 zlotys a month (10% of average national earnings).

Partial disability pension: 75% of the amount of total disability pension.

Minimum pension: Total disability, 243.40 zlotys a month (39% of average national earnings).

Partial disability, 187.23 zlotys a month (30% of average national earnings).

Survivor Benefits

Survivor benefit: First survivor, 85% of pension due deceased. Two survivors, 90%; three or more, 95%. If deceased was not eligible for old age pension, then criteria for total disability pension forms basis for assessment of survivor pension. Supplement for full orphans: 62.41 zlotys a month (10% of average national earnings).

Funeral grant: 1,248.20 zlotys (200% of average national salary).

Administrative Organization

Ministry of Labor and Social Policy, general supervision.

Ministry of Agriculture, general supervision of the system for farmers.

Social Insurance Institute, administration of program through 55 branch offices.

The Institution and branch offices are supervised by boards composed of 5/9 trade union representatives, 2/9 representatives of the self-employed, 1/9 representatives of pensioners, and 1/9 government representatives.

Agricultural Social Security Fund, administration of program for farmers.

Sickness and Maternity

First laws: 1920.

Current law: 1974, with further modifications.

Type of program: Social insurance system. Cash and medical benefits only.

Coverage

Employees, apprentices, collective farmers, member of cooperatives for artisans and cooperatives connected with agricultural circles, self-employed artisans, attorneys, and homeworkers. Pensioners and other self-employed, including farmers, covered only for medical benefits. Special systems for farmers, military, and police.

Source of Funds

Insured person: None.

Employer: See pension contribution above. (Employer pays sickness cash benefits for first 35 days.)

Government: Same; also whole cost of medical care.

Qualifying Conditions

Work-injury benefits: Currently in insured employment.

Medical benefits: Currently in insured employment or pensioner.

Sickness and Maternity Benefits

Sickness benefit: 80% of earnings averaged over preceding 6 months, 100% of earnings if incapacity arises during pregnancy or continues uninterrupted beyond 91 days.

Payable from 1st day of incapacity for up to 26 weeks (may be extended to 39 weeks if recovery likely).

May be followed by rehabilitation benefit for up to 12 months at 75% of earnings, if recovery likely.

Maternity benefit: 100% of earnings; payable for 16 weeks for first birth, 18 weeks for subsequent births, and 26 weeks for multiple births. Followed by leave of 24 months (36 months for single parent) to 72 months (if child disabled); payment set at 133.10 zlotys per month (211.70 zlotys for single parent) adjusted every three months. Maternity grant: 93.6 zlotys (15% of monthly national average salary).

Workers' Medical Benefits

Medical benefits: Medical services provided directly to patients by establishments of public health service, on behalf of social insurance system. Includes general and specialist care; care in hospital or sanatorium; dental care; and maternity care by midwife or doctor, at home or in hospital.

Duration: No limit while working; if employment ceases, care provided for up to 26 weeks thereafter (may be extended to 39 weeks). State subsidy towards the costs of basic medicines.

Dependents' Medical Benefits

Medical benefits for dependents: Same as for insured.

Administrative Organization

Ministry of Labor and Social Policy, general supervision of cash benefits.

Social Insurance Institute, administration of cash benefits.

Employers of more than 20 workers pay benefits to own workers and deduct from contributions due.

Ministry of Health and Social Assistance, provision of medical benefits on behalf of social insurance system through its own clinics, preventive centers, hospitals, and sanatoriums.

Work Injury

First law: 1984.

Current law: 1975, 1991.

Type of program: Social insurance system.

Coverage

Employees, apprentices, collective farmers, members of cooperatives for artisans and cooperatives connected with agricultural circles, self-employed artisans, attorneys, and homeworkers.

Special systems for individual farmers, military, and police.

Source of Funds

Insured person: None.

Employer: See pension contribution above.

Government: Same; also whole cost of medical care.

Qualifying Conditions

Work-injury benefits: No minimum qualifying period.

Temporary Disability Benefits

Temporary disability benefit: 100% of earnings.

Payable from 1st day of incapacity for up to 26 weeks (may be extended to 39 weeks).

Permanent Disability Benefits

Permanent disability benefit: Total disability, calculated as in the case of *normal* disability pension; however if cannot be lower than 80% of individual average monthly earnings taken as the basis for assessment.

Constant-attendance supplement: 62.41 zlotys a month (10% of average national monthly earnings).

Partial disability, same as normal partial disability pension, but not less than 60% of assessed earnings.

Survivor Benefits

Survivor pension: One survivor, 85% of the benefit calculated as a work injury disability pension (total disability) due to an insured person who died.

Two survivors, 90%; three or more survivors, 95%.

Administrative Organization

Ministry of Labor and Social Policy, general supervision.

Social Insurance Institute, administration of cash benefits.

Ministry of Health and Social Welfare, provision of medical benefits through its own clinics and hospitals.

Agricultural Social Security Fund, administration of system for farmers.

Unemployment

First law: 1924.

Current law: 1991, 1994.

Type of program: Social insurance system.

Coverage

Workers and employees.

Others capable of working, seeking employment without success.

Source of Funds

Insured person: None.

Employer: 3% of payroll.

Government: Any deficit.

Qualifying Conditions

Unemployment benefit: Registered with employment bureau.

180 days of employment in past year or having completed studies,

newly released from military, having completed maternity leave, or released from prison.

Unemployment Benefits

Unemployment benefit: 36% of average national earnings, lasting 9 months for those completing secondary school or university; 12 months for others; 18 months for those who have been employed for at least 25 years (women) and 30 years (men); 24 months in case of bankruptcy or dissolution of employing company until the date of retirement (old-age pension) for those who have been employed for at least 30 years (women) and 35 years (men), who worked in arduous, unhealthy conditions for at least 15 years during employment, and who have less than 2 years left until the old-age pension entitlement. 75% of individual average monthly earnings (taken as basis for assessment of pension) for those who have been dismissed because of dissolution or bankruptcy of employing company. 115% of "normal" unemployment benefit for unemployed persons going through a professional training course. The period of payment of the unemployment benefit is then prolonged by the period of training. The unemployed retain their entitlement to medical care.

Administrative Organization

Ministry of Labor and Social Policy, general supervision. *Voivodships* (provinces) and local labor bureaus keep registry of unemployed and work possibilities; pays benefits. The Institute of Social Security collects payroll contributions from enterprises.

Administrative Organization

Ministry of Labor and Social Policy, general supervision. Ministry of Agriculture, general supervision of the system for farmers. Social Insurance Institute, administration of program through its 55 branch offices. The Institution and branch offices are supervised by boards comprising 5/9 trade union representatives 2/9 representatives of the self-employed, 1/9 representatives of pensioners, and 1/9 government representatives. Agricultural Social Security Fund, administration of program for farmers. Employer of more than 4 workers pays benefit directly and deducts amount from their contributions.

Contact—Joseph G. Simanis—202-282-7265

Family Allowances

First law: 1947.
Current law: 1994.
Type of program: Universal means-tested.

Coverage

Resident citizens and non-citizens with right of permanent residence.

Source of Funds

Insured person: None.
Employer: None.
Government: Total cost.

Qualifying Conditions

Family allowances: Child must be under age 16, or 20 if student. There is no limit if totally disabled. Dependent spouse's allowance: Wife over age 50 or disabled or caring for disabled child; husband over age 65 or disabled caring for disabled child. Subject to means-test: income per person may be less than 50% of national average salary during previous trimester.

Family Allowance Benefits

Family allowances: 167,000 zlotys a month for eligible spouse and each child. Sick child's constant-attendance allowance: 351,800 zlotys a month (10% of average national earnings).